

Cardiff University Students' Union
Undeb Myfyrwyr Prifysgol Caerdydd

POLICY BOOK

UPDATED APRIL 2015

POLICY BOOK

The Policy Book shall be kept in the Union building in the care of the Union Secretary and shall be maintained as a true record of the policy of the Union as resolved by a General Meeting or Student Council.

The Policy Book shall be divided into the following sections:

- (i) Educational & University Affairs
- (ii) Students' Welfare.
- (iii) Social and Political Affairs.
- (iv) Administrative Matters.
- (v) Company matters (these shall be for the information of the Company and shall not be used as a directive or discuss any staffing issues).

The Union Secretary shall be responsible for entering the appropriate parts of resolutions passed at General Meetings or Student Council into the Policy Book. Where new policy contradicts existing policy, both the existing and the new policy shall be presented to Student Council to allow the members to decide which policy they accept. Any dispute over the Union Secretary's entering or removal of material in the Policy Book shall be settled by Student Council.

Policy will lapse after being in existence for three years unless re-affirmed by the body it was passed by at the time of lapse.

The Union Secretary shall inform Student Council of any policy that has lapsed and been removed from the Policy Book. This information shall be minuted.

The Union Secretary shall on request, make available for inspection by an Ordinary Member an up-to-date copy of the Policy Book.

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EDUCATIONAL & UNIVERSITY AFFAIRS

[Increase University Refreshment Facilities](#) Expires 12th November 2015

[Record All Lectures](#) Expires 12th November 2015

[24 hour Libraries.](#) Expires 13th February 2016

[Stop Saturday Exams](#)..... Expires 13th February 2016

[Student Voice](#)..... Expires 21st November 2016

[Cynnig Ilety Cymraeg - First year accommodation for Welsh speakers](#).....
Expires 3rd December 2016

[Healthy Eating in ASSL](#)..... Expires 28th April 2018

Increase University Refreshment Facilities

Passed by University Forum 12/11/2012

The issue:

- Students at Cardiff University usually only have 10 minutes between lectures.
- Many students will have several lectures in a row.
- Not all schools and university buildings such as libraries have adequate refreshment facilities.

Why this is important to Cardiff Students:

Access to decent refreshment facilities will help enable students to stay focused during the day and make the most of their contact hours. All workplaces are obliged to provide refreshment facilities for their employees. The same should apply for students studying at university.

Action:

The Officers should lobby the University to ensure that all schools that have a considerable number of students (e.g. 200 per day) entering the school for lectures or seminars should have some form of refreshment facilities.

This can be anything from a simple water fountain to a drinks & food vending machine.

At the very least, every school that has a regular influx of students should provide decent water drinking facilities.

Submitted by: Ollie Wannell

Record All Lectures

Passed by University Forum 12/11/2012

The issue:

- Some students have their lectures recorded and then made available to them through Cardiff Portal for revision purposes. Students have found this very beneficial.
- This feature is not currently available to all students because not all lecture theatres have recording facilities.

Why this is important to Cardiff Students:

The recordings are a useful revision tool and are especially important for students with disabilities making note taking during lectures difficult.

They also benefit students who have to work whilst they study - something which shouldn't negatively affect their exam performance, but does if they have to miss lectures.

Action:

Officers should lobby the University to ensure all lectures in all schools are recorded (using the Panopto recording facilities).

Submitted by: Ollie Wannell

24 hour Libraries.

Passed by University Forum 13/02/2013

The issue:

- Currently Julian Hodge is the only 24h study facility available to students.
- Julian Hodge lacks access to books.
- Many students have commitments alongside their degrees such as care of children, jobs etc.
- Many other universities have their libraries open 24h.

Why this is important to Cardiff Students:

24 hour access to the libraries will be valuable to all students.

24 hour libraries will enable students be more productive and to fit their university work around other commitments.

Action:

The Students' Union should lobby the university to make the libraries (ie ASSL, Law and Bute) accessible 24h, especially during the exam period.

Stop Saturday Exams

Passed by Student Senate 05/11/2013

The issue:

At the moment, exams can be scheduled to take place on at any time. While this is certainly an unattractive prospect for most students, it also has practical concerns. It puts students who are forced by their economic circumstances to work on the weekends in an incredibly difficult position, and also fails to take into account those students who may be parents or guardians, or have people who are dependent on them. There are many more examples of Saturday exams, or exams outside of 8am -6pm on a weekday causing real problems for students.

Why this is important to Cardiff Students:

University should be an option that is available and accessible to people from all walks of life, no matter their background or income. Saturday exams cause a lot of undue hassle to some students, and as students, we should all be supportive of each-other and seek to ensure that we all have the best chance possible of succeeding at Cardiff University.

Action:

The Union should seek to represent all students by lobbying the university to stop examinations being scheduled for Saturdays. It should make the case to the university on a consistent basis that Saturday exams are not just a minor annoyance for students. The union should seek to represent all students by lobbying the university to stop compulsory activity such as exams happening outside of 8am to 6pm on a week day. They are a genuine cause of stress and difficulty for students from some backgrounds, including those who, for example, have a job or people dependent on them.

Student Senate mandates VP Education to take this forward to Academic Council in hope that they will support it.

Submitted by: Daniel Roberts

Student Voice

Passed by AMM 21/11/2013

AMM Notes:

1. The Student Academic Rep system has grown rapidly in recent years.
2. The Student Voice is jointly 'owned' and run by the Union and the University.
3. HEFCW (the Higher Education Funding Council for Wales) guidelines state that a Students' Union should be "*the recognised representative channel between students and the institution*" (HEFCW, 2012, 6).
4. The University is going through Institutional Review.

AMM Believes:

1. The Student Academic Rep system lacks sufficient Union oversight to function in coordination with Union's educational goals.
2. In line with the fundamental principle of representation and HEFCW guidelines, the Student Voice should be independent of the University.
3. Now is an opportune time take 'ownership' of the Student Voice.

AMM Resolves:

1. The Union takes ownership of the Student Voice by taking on administrative responsibility of the Student Academic Rep system from the University.
2. The Union supports this transition by adequately resourcing the Student Voice including, but not limited to, providing adequate and appropriate staff support.

Proposer: Ollie Wannell

Secunder: Rhys L. Jenkins

Cynnig Ilety Cymraeg - First year accommodation for Welsh speakers

Passed by Student Senate 03/12/2013

Issue:

An issue which dominated my election campaign to the Student Senate was the concern shared by many that the University's Residences department are not showing the Welsh language and Welsh speakers due respect. According to the University 'Some flats at [Senghennydd Court](#) and [Talybont North](#) are reserved for Welsh speakers and learners of Welsh wishing to be grouped together.'

However, upon my election, the Residences department confirmed that they failed to meet the needs of every student who wished to be placed in a Welsh speaking flat.

Benefit:

First and foremost, this is ultimately a welfare issue. As we all know, the transition to University life is challenging enough as it is, without having the added burden of not being able to communicate through your first language in your new surroundings – if that was your desire. However, apart from having a negative effect on individual students, this issue is likely to have wider repercussions on the numbers of students coming to Cardiff University as a whole; competing Welsh universities of Bangor and Aberystwyth each have whole designated halls of residence for Welsh speakers, whereas Cardiff University fails to even guarantee prospective students accommodation in a contained Welsh speaking flat within a mixed halls.

Action:

The Students' Union should:

- recognise the importance of Welsh speaking accommodation provision in terms of individuals students' welfare and as a wider key contributor in marketing the 'Cardiff brand';
- put pressure on the University to immediately work alongside elected representatives, Students' Union officers and members of the University's Welsh speaking community to develop and implement a Welsh language policy - in terms of the University's accommodation provision –ahead of the 2014 student intake.

Submitted by: Steffan Thomas

Healthy Eating in ASSL

Passed by Student Senate 28/04/2015

Senate Notes.

1. The Arts and Social Studies Library is the largest library on campus.
2. Consistently popular with students beyond its already wide range of subjects, it's 24 hour opening during the summer exam period further underlines the importance of the ASSL for students who frequently use it for extended study periods.
3. At present the only food and drink provision in the ASSL is a hot drinks machine and a vending machine that stocks chocolate bars, crisps, sweets and soft drinks.
4. That around the Cathays campus there exists healthier vending machines which stock fruit juices, fruit and sandwiches. These healthier vending machines can be found in the John Percival refectory, the Bute Building Coffee Shop and the Main Building Coffee Shop as well as other locations.
5. That these healthier vending machines also stock cookies and muffins, maintaining variety.

Senate Believes.

1. That students studying in the ASSL currently have to leave the library and interrupt their study to purchase more substantial food such as sandwiches or healthier snacks such as fruit.
2. Sugary, fatty snacks are not as conducive to learning and concentration as fruit and sandwiches.
3. That the healthier vending machines around campus prove that choosing between different unhealthy foods in vending machines is not a choice students should have to make.
4. That greater provision of these healthier vending machines will still offer sweet snacks but provide a much more varied selection of healthier food and drinks.

Senate Resolves.

1. For the union to lobby the university to introduce a healthier vending machine in the ASSL, Cochrane Library, and other libraries where possible, similar to those healthier vending machines found around campus.
2. For the food and drink in these vending machines to be sold at affordable prices.

Notes.

Article on the importance of healthy snacking for exam [preparation-](http://www.bbcgoodfood.com/howto/guide/eating-exams)
<http://www.bbcgoodfood.com/howto/guide/eating-exams>

A study that shows students don't mind buying healthier options from vending machines-
<http://www.sciencedaily.com/releases/2014/08/140804123015.htm>

Submitted by: Jake Smith

STUDENTS' WELFARE

- [Protection of students from victimisation in Student Media](#)..... Expires 22nd April 2016
- [Time to Change Pledge](#)..... Expires 21st November 2016
- [Approval of the Time to Change Action plan](#).....Expires 11th February 2017
- [Muslim students to be better represented by the Students' Union](#).....
Expires 21st November 2016
- [Anti-Lad Culture Policy](#) Expires 3rd December 2016
- [BEING A ZERO TOLERANCE UNION](#).....Expires 3rd February 2017
- [Sanitary Products](#).....Expires 3rd February 2017
- [Increase awareness about carbon monoxide poisoning](#).....Expires 17th March 2017

Protection of students from victimisation in Student Media.

Passed by Union Forum 22/04/2013
(Pending approval by Student Senate)

The issue:

- 1) Twice in two years Gair Rhydd have run stories that single out individual students in a negative way.
- 2) On both cases, the articles have added additional aggravation and upset to the individuals concerned.
- 3) In the most recent case, the article has fuelled a disagreement between an officer-elect and their respective association by presenting a slur on their electoral success.

Relevance to students

- 1) Student should have an assurance that they will not be slurred or have their reputation (which may follow them into their future career) devalued by the student newspaper.
- 2) The Students' Union, which has an interest in student welfare, funds Gair Rhydd.

Action:

- 1) Gair Rhydd should not victimise any Cardiff University student by treating their misfortune as a story.
- 2) When reporting on a disagreement between students or a group of students, Gair Rhydd should refrain from personalising the story in order to protect individuals involved from possible adverse consequences.
- 3) This policy is not intended to remove the ability of Gair Rhydd to scrutinise the work of Elected Officers.
- 4) Student Council shall decide when Gair Rhydd have not adhered to this policy and will instruct the Scrutiny Committee to take appropriate steps with the VP Media & Marketing.

Submitted by: Oliver Wannell

Time to Change Pledge

Passed by AMM 21/11/2013

AMM Notes:

1. 'Time To Change' is a campaign led by Mind and Rethink Mental Illness which are mental health charities. The Time to Change pledge is a public statement of aspiration that an organisation wants to tackle mental health stigma and discrimination.
2. The pledge is not a kite mark or accreditation, and is not an endorsement by Time to Change, but the pledge does involve organisations taking some meaningful action as shown in the action plan in the appendix.
3. Other Students' Unions have already signed the pledge including Oxford University Students' Union, Warwick University Students' Union and Nottingham University Students' Union.

AMM Believes:

1. Mental health is an important issue for students and we should recognise the work achieved by the University and the Students' Union student led services and elected officers so far to support students' mental health and to improve support in the future.
2. 1 in 4 students suffer from mental health issues (statistic published by NUS)
3. The number of clients at the Counselling Service at Cardiff University has doubled since 2006 which demonstrates a growing rise in demand for the services.
4. 65% of clients who had been considering leaving the Cardiff University prior to counselling declared that counselling helped them to stay.

AMM Resolves:

1. That the Students' Union will sign the 'Time to Change' pledge.
2. To mandate the elected officers to work to develop a joint action plan with the University subject to a final action plan to be approved by student senate.

Proposed by: Helen Dent, Vice President Welfare

Seconded by: Naomi Scott, President of Mental Wealth Student Led Service

Cardiff University Students' Union and Cardiff University's action plan

Aim: To raise awareness about mental health, encourage open discussion, reduce stigma, and improve mental health support for students at Cardiff University.

What is the 'Time to Change' pledge? 'Time To Change' is a campaign led by Mind and Rethink Mental Illness which are mental health charities. The Time to Change pledge is a public statement of aspiration that an organisation wants to tackle mental health stigma and discrimination. The pledge is not a kite mark or accreditation, and is not an endorsement by Time to Change, but the pledge does involve organisations taking some meaningful action that will lead change.

How do we sign it? To sign the Time to Change pledge, organisations must also submit an action plan showing how they plan to take active steps to fight the stigma surrounding mental health.

The draft action plan is below.

The next steps are:

1. To develop a joint action plan with the University built on the action plan below
2. Seek the approval from Student Senate before submitting our action plan to 'Time to Change'
3. Sign the 'Time to Change' pledge.

Target	Action so far	Proposed action
1) To encourage an open discussion about mental health to fight the stigma surrounding mental health.	<p>1) Our Annual 'Mind Your Head Week' aims to encourage an open discussion about mental health.</p> <p>2) We have a 'Student Minds' group which is a student run support group offering sessions to support students with eating disorders.</p> <p>3) 'Mental Wealth' is an active student led service which aims to challenge the stigma against mental health.</p> <p>4) First Aid mental health training delivered to ARC advisors and members of senior staff.</p>	<p>1)The Students' Union will invite the Time to Change organisation to review our approach to mental health and wellbeing.</p> <p>2)Review HR policies and procedures to ensure that we provide a supportive work environment for everyone, regardless of mental health</p> <p>3)Incorporate mental health awareness to the training of societies and sports clubs committees.</p> <p>4) Continue to run mental health campaigns to challenge the stigma surrounding mental health.</p>
Target	Action so far	Proposed action

<p>2) To improve support for students at Cardiff University and Cardiff Students' Union.</p>	<p>1) A good partnership between the Students' Union and the University support services.</p> <p>2) A recent review of our Students Mental Health Policy</p> <p>3) The Student Support Centre and the Advice Centre in the Students' Union offer a daily drop in service which is free of charge.</p> <p>4) The Students' Union has successfully lobbied the University to introduce evening counselling sessions.</p> <p>5) The University has successfully expanded its mental health staff by employing a wellbeing post, two mental health advisors and a Specialist Mental Health Nurse.</p> <p>6) The Counselling Service has used creative means to manage the increasing number of cases. These include online counselling, Skype, web-based packages and workshops.</p> <p>7) The Students' Union continues to work with the Counselling Service to reduce waiting times.</p>	<p>1) Time to Change Pledge jointly signed between Cardiff University Students' Union and Cardiff University.</p> <p>2) Assess the needs of Cardiff University students and ensure that the student support services are responding to the changing needs of students</p> <p>3) Cardiff University Students' Union will lobby Cardiff University to:</p> <p>a) Provide further out of hours pastoral support for students.</p> <p>b) Ensure that students are sufficiently supported by their personal tutors/academic advisors.</p> <p>c) Continue to allow students to submit extenuating circumstances after their exams.</p> <p>d) Introduce a codified process and policy to assist staff to make every effort to support students at risk of withdrawing. Students should receive individualised advice from ARC, a Personal Tutor, Head of School or Student Support before formally withdrawing.</p> <p>e) Ensure that students on placement have access to University support services.</p> <p>f) Earlier release of exam timetables to ease exam anxiety.</p>
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Approval of the Time to Change Action plan

Submitted by: Helen Dent

Issue:

At AMM, a motion passed that Cardiff University Students' Union and Cardiff University should sign the Time to Change pledge. I have worked on an action plan which the University has approved. As instructed in the motion, I am asking Student Senate to approve the action plan so that it can be submitted to the Time to Change organisation.

'Time To Change' is a campaign led by Mind and Rethink Mental Illness which are mental health charities. The Time to Change pledge is a public statement of aspiration that an organisation wants to tackle mental health stigma and discrimination.

The pledge is not a kite mark or accreditation, and is not an endorsement by Time to Change, but the pledge does involve organisations taking some meaningful action as shown in the action plan in the appendix.

AMM resolved that the Students' Union will sign the 'Time to Change' pledge.

AMM mandated the elected officers to work to develop a joint action plan with the University subject to a final action plan to be approved by student senate.

Benefit:

1. Mental health is an important issue for students and we should recognise the work achieved by the University and the Students' Union student led services and elected officers so far to support students' mental health and to improve support in the future.
2. 1 in 4 students suffer from mental health issues (statistic published by NUS)
3. The number of clients at the Counselling Service at Cardiff University has doubled since 2006 which demonstrates a growing rise in demand for the services.
4. 65% of clients who had been considering leaving the Cardiff University prior to counselling declared that counselling helped them to stay.

Action:

1. Approve the Union – University joint 'Time to Change' action plan.

Time To Change Action Plan | Appendix I

Cardiff University Students' Union and Cardiff University's action plan

Aim: To raise awareness about mental health, encourage open discussion, reduce stigma, and improve mental health support for students at Cardiff University.

What is the 'Time to Change' pledge? 'Time To Change' is a campaign led by Mind and Rethink Mental Illness which are mental health charities. The Time to Change pledge is a public statement of aspiration that an organisation wants to tackle mental health stigma and discrimination. The pledge is not a kite mark or accreditation, and is not an endorsement by Time to Change, but the pledge does involve organisations taking some meaningful action that will lead change.

How do we sign it? To sign the Time to Change pledge, organisations must also submit an action plan showing how they plan to take active steps to fight the stigma surrounding mental health.

The draft action plan is below.

The next steps are:

1. To develop a joint action plan with the University built on the action plan below
2. Seek the approval from Student Senate before submitting our action plan to 'Time to Change'
3. Sign the 'Time to Change' pledge.

Target	Action so far	Proposed action
1) To encourage an open discussion about mental health to fight the stigma surrounding mental health.	<p>1) Our Annual 'Mind Your Head Week' aims to encourage an open discussion about mental health.</p> <p>2) We have a 'Student Minds' group which is a student run support group offering sessions to support students with eating disorders.</p> <p>3) 'Mental Wealth' is an active student led service which aims to challenge the stigma against mental health.</p> <p>4) First Aid mental health training delivered to ARC advisors and members of senior staff.</p>	<p>1)The Students' Union will invite the Time to Change organisation to review our approach to mental health and wellbeing.</p> <p>2)Review HR policies and procedures to ensure that we provide a supportive work environment for everyone, regardless of mental health</p> <p>3)Incorporate mental health awareness to the training of societies and sports clubs committees.</p> <p>4) Continue to run mental health campaigns to challenge the stigma surrounding mental health.</p>

Target	Action so far	Proposed action
<p>2) To improve support for students at Cardiff University and Cardiff Students' Union.</p>	<p>1) A good partnership between the Students' Union and the University support services.</p> <p>2) A recent review of our Students Mental Health Policy</p> <p>3) The Student Support Centre and the Advice Centre in the Students' Union offer a daily drop in service which is free of charge.</p> <p>4) The Students' Union has successfully lobbied the University to introduce evening counselling sessions.</p> <p>5) The University has successfully expanded its mental health staff by employing a wellbeing post, two mental health advisors and a Specialist Mental Health Nurse.</p> <p>6) The Counselling Service has used creative means to manage the increasing number of cases. These include online counselling, Skype, web-based packages and workshops.</p> <p>7) The Students' Union continues to work with the Counselling Service to reduce waiting times.</p>	<p>1) Time to Change Pledge jointly signed between Cardiff University Students' Union and Cardiff University.</p> <p>2) Assess the needs of Cardiff University students and ensure that the student support services are responding to the changing needs of students</p> <p>3) Cardiff University Students' Union will lobby Cardiff University to:</p> <p>a) Provide further out of hours pastoral support for students.</p> <p>b) Ensure that students are sufficiently supported by their personal tutors/academic advisors.</p> <p>c) Continue to allow students to submit extenuating circumstances after their exams.</p> <p>d) Introduce a codified process and policy to assist staff to make every effort to support students at risk of withdrawing. Students should receive individualised advice from ARC, a Personal Tutor, Head of School or Student Support before formally withdrawing.</p> <p>e) Ensure that students on placement have access to University support services.</p> <p>f) Earlier release of exam timetables to ease exam anxiety.</p>

Muslim students to be better represented by the Students' Union

Passed by AMM 21/11/2013

AGM Notes:

1. Cardiff University has a substantial amount of Muslim students that are not being represented effectively at the SU.
2. There are currently no provisions for a women-only gym session.
3. There are no/very little venues in the SU that serve halal food.
4. Current praying facilities are inadequate.
5. There is a lack of non-alcoholic social events.

AGM Believes:

1. A petition for a 'women only' gym session has received over 50 signatures, suggesting a real need for this provision.
2. Feedback from Muslim students has suggested that there are no places in the SU that serve halal options.
3. Feedback shows that students would feel more comfortable having ablution facilities rather than using toilets, and also separate prayer rooms for male/females.
4. Feedback has shown a strong need for a greater range of non-alcoholic social events. Some students have raised issues that sometimes non-alcoholic socials are held in a pub, which they were not comfortable with. It also prevents social inclusion; some students have said that they feel isolated due to the lack of options available. Some suggestions have been, Winter Wonderland, bowling night, theme parks, meals etc.

AGM Resolves:

1. The SU should lobby the University for at least one women only gym session a week.
2. Better praying facilities in the SU for students.
3. A greater variety of non-alcoholic social events.
4. SU should also be lobbying the University to improve its provision for Muslim students too.

Proposed by: Taslima Alam

Seconded by: Syeda Fatima Junaid

Anti-Lad Culture Policy

Passed by Student Senate 03/12/2013

Issue:

- Lad culture can be defined as a pack mentality resulting in 'banter' that is often sexist, misogynistic and homophobic. Heavy alcohol consumption is often involved. It is a sexualised culture that often involves the objectification of women and rape-supportive attitudes (adapted from That's What She Said Report, NUS, 2013)
- There have been multiple instances of lad culture within Cardiff University, and individuals have reported feeling pressured into participating in sexist/homophobic 'banter' and heavy drinking.
- Lad culture encourages gender-, sexuality- and rape-based humour, and this can be extremely hurtful.
- It is not the sole preserve of men – both men and women propagate lad culture and both men and women are affected by it. This motion is not intended to be anti-men.

Benefit:

- The aim of the Union should be to create a safe, positive and empowering environments for all student
- No student should feel unsafe, bullied or harassed
- Myths about sexual violence and rape must be challenged
- Gender- and sexuality-based harassment can be extremely upsetting and create a negative environment
- Rape jokes can be triggering for students and again create a negative environment

Action:

- Mandate officers to follow NUS recommendations resulting from the consultation on Lad Culture
- Mandate officers to carry out gender equity sessions (including topics such as the Zero Tolerance policy, sexual violence etc) for sports teams and societies
- Produce guidance educating student union staff and academic staff (including personal tutors) about sexual violence, including recommendations on supporting students and information about further resources
- Campaign against sexism, homophobia and myths around sexual violence in conjunction with the CWA and LGBT+ association
- Campaign against lad culture and the websites/companies that promote it such as UniLad and 'Spotted' Facebook pages
- Support Reclaim the Night marches held in Cardiff
- Continue to publicise the Zero Tolerance policy, and train all student union staff – including temporary staff – in the Zero Tolerance policy
- Ban songs that Student Senate and/or the officer team feel promote sexual violence, misogyny or homophobia from being played at Student Union club nights or on Xpress Radio

Submitted by: Emma Carragher

BEING A ZERO TOLERANCE UNION

Submitted by: Laura Caret, Kate Delaney

Passed by Student Senate 03.02.2015

Student Senate Notes:

1. Students' Unions exist to improve students' experience of university. This involves advancing the quality of education and social welfare of its members, both collectively and individually, by providing them with representation, services, support and by campaigning on their behalf.
2. The National Union of Students (NUS) '*Hidden Marks*' report in 2010 found that:
 - 1 in 7 women students has been the victim of serious sexual assault or serious physical violence while at university or college;
 - Only 4% of women students who have been seriously sexually assaulted have reported it to their institution;
 - Only 10% of women students who have been seriously sexually assaulted have reported it to the police;
 - Of those who did not report serious sexual assault to the police, 50% said it was because they felt ashamed or embarrassed, and 43% because thought they would be blamed for what happened.
3. The NUS '*Lad Culture and Sexism Survey*' in August/September 2014 also found that:
 - 60% of students asked said they were unaware if their Students' Union/University had a Zero Tolerance policy in place.
4. A report by Drink Aware, an alcohol misuse charity, in September 2011 titled '*Drunken nights out: motivations, norms and rituals in the night time economy*' found that:
 - Only 19% said they were surprised that sexual harassment had taken place on a night out.
5. Cardiff University Students' Union passed the Zero Tolerance Policy in February 2012. The policy covers the remit of the Union building and recognises the fact that sexual harassment should not be ignored, tolerated, excused in any way, stating that students should not have to accept the following behaviour:
 - Unwanted sexual comments/invitation;
 - Groping, pinching or smacking of your body;
 - Wolf-whistling or catcalling;
 - Having your clothes lifted without consent;
 - Someone exposing themselves to you without consent.

If, after investigation, sexual harassment is found to have occurred, the perpetrator will not be allowed to enter the Union building. Depending on the severity of the harassment, the police may be involved and it may be classed as a criminal offence.

Cardiff University passed its own Zero Tolerance policy in 2012 under the 'Dignity in Work and Study' policy. This policy covers all University property including academic buildings and halls of residences. The policy stipulates that any behaviour classed as sexual harassment would be investigated and dealt with as deemed appropriate

- In contrary to the Union's policy, procedures for reprimanding the perpetrator differ in that it is dealt with through the University's 'Procedures for the Resolution of Students' Concerns/Issues'.
- In contrary to the Union's policy, consequences for breaching the University's Zero Tolerance policy can vary depending on the severity of the offence. Consequences can include temporary exclusion, moving students from Residences (if the offence took place within Residences) and possible expulsion from the University as whole.

Student Senate Believes

1. That the Students' Union should challenge and condemn the idea that sexual harassment is to be expected as part of normal student life and night life.
2. Objectification and stereotyping women leads to a culture of sexual harassment and its normalisation. Therefore the levels of reported harassment, particularly that of sexual harassment, severely under-represents the true number of incidents due to normalisation of harassment, embarrassment of the individual and fear of repercussions.
3. That that statistics presented in the NUS and Drinkaware reports stated above severely under represent the number the incidents that have taken place. The normalisation of sexual harassment may mean that many students who were asked may not have realised that they have experienced sexual harassment or witnessed sexual harassment take place.
4. Although sexual harassment disproportionately affects women, it can happen to anyone of any gender. Therefore, any plan of action should be gender neutral in its language and approach as all students should be free from sexual harassment regardless of their gender.
5. That the Students' Union should dedicate itself to the safety and welfare of its students in the light of the NUS reports and other research.
6. The Students' Union has already worked on raising awareness of the Zero Tolerance policy, through use of television screens, promotional material and social media as well as emphasising the policy in Y Plas (formerly Solus) club nights and Freshers' Week. 'Guides' to the Zero Tolerance policy were also provided to all students who were moving into Residences in September 2014.
7. A lack of awareness of the Zero Tolerance policy can lead to students not reporting incidents of sexual harassment. Similarly, if information on the Zero Tolerance policy, in both the Union and the University, is hard to find and/or difficult to understand, this may also act as a barrier to students reporting incidents.
 - The Equality and Diversity manager (Catrin Morgan) and the Deputy Director of Residences at the University (Tracey Austin) has acknowledged that more could be done to raise the profile of the University's Zero Tolerance policy and ensure that students know about it.

Student Senate Resolves:

1. To continue to pursue the Zero Tolerance policy.
2. To liaise with the University to ensure that the University's own Zero Tolerance policy is clear and accessible to students.
3. To make a clear distinction to students the difference between the Union and the University's Zero Tolerance policies.
4. To continue to provide a summary of the Students' Union Zero Tolerance policy and also the University's policy on the website and in promotional material.
5. To confirm or adjust our current disciplinary and complaints procedures so that they are in line with the Zero Tolerance policy, including possibly updating contact details.

6. For elected committee members of the Residences Associations to be informed of the University and Union Zero Tolerance policy in both the University and Union and how to signpost students to the right services and support.
7. For Students' Union staff and student staff to receive full training on the Zero Tolerance policy, including security. At least 50% of Students' Union staff and student staff ought to receive training by September 2016. This training could be delivered internally or delivered by NUS.
8. To continue to raise awareness of the Zero Tolerance policy through social media, the Students' Union website and promotional material as well as holding events and delivering Equality and Diversity workshops to club and society committees.
9. To establish a Zero Tolerance policy pledge for students and Students' Union staff to sign online so that students and Students' staff can take a proactive stance on the policy. This has been very successful at Manchester University Students' Union as part of their 'We Get It' campaign.
10. To clarify in any promotional material, social media and training where students can go if they seek additional help and support (Student Support Centre, Student Advice in the Students' Union, Personal Tutor etc.)

Proposed by: Laura Carter
 Seconded by: Kate Delaney

RESOURCES

1. National Union of Students (NUS) '*Hidden Marks*' report 2010: http://www.nus.org.uk/Global/NUS_hidden_marks_report_2nd_edition_web.pdf
2. NUS '*Lad Culture and Sexism Survey*' August/September 2014: <http://www.nus.org.uk/en/news/nus-research-reveals-one-in-four-students-suffer-unwelcome-sexual-advances/>
3. Drinkaware '*Drunken nights out: motivations, norms and rituals in the night time economy*' report September 2014: <https://www.drinkaware.co.uk/check-the-facts/effects-on-your-safety/sexual-harassment#research>
4. Cardiff University Students' Union website summary of the Union's Zero Tolerance policy: <http://www.cardiffstudents.com/your-voice/campaigning/zero-tolerance/>
5. Cardiff University's Procedures for the Resolution of Students'Concerns/Issues: <http://www.cardiff.ac.uk/regs/sfs/regs/1213acadregs/3.05%20-%20Procedures%20for%20the%20Resolution%20of%20Students%20Concerns,Issues%20-%20NO%20CHANGES.doc%202.pdf>
6. Cardiff University's 'Dignity at Work and Study policy' which contains their Zero Tolerance policy: <http://www.cardiff.ac.uk/govrn/cocom/equalityanddiversity/dignityatwork/>
7. Manchester University Students' Union 'We Get It' campaign against sexual harassment, including the Zero Tolerance policy pledge: <http://manchesterstudentsunion.com/wegetit>

Sanitary Products

Submitted by: Kate Delaney
Passed by Student Senate 02.12.2014

Senate Notes:

1. Currently, female sanitary products such as tampons are taxed at 5% (VAT).
2. The tax is claiming that these products are 'non-essential'
3. Other items which are not taxed such as food and children's clothes are viewed as fundamental, whereas sanitary products are not
4. Contraception, on the other hand, can be accessed freely. The Students' Union itself provides free condoms and sexual health advice through SHAG for example.
5. Earlier this academic year, the University of East Anglia unanimously voted to mandate the Union to sell such products at the price of the cost of buying them in

Senate Believes:

1. Women should not have to pay to have their period
2. It is outdated and unethical so as a Students' Union, we should, when possible, make a stand on issues such as these.
3. The Union should also always prioritise the physical health of students and it would be detrimental to students should they either not use sanitary products or attempt to avoid the cost by using unsuitable ways to cope
4. Students, who are already likely to struggle with money, should not have to pay tax on these products that, without them, they would not be able to perform their studies. These are therefore essential products.

Senate Resolves:

1. The Students' Union should lobby to ensure that all relevant commercial outlets sell sanitary products not-for-profit in order to ensure that students can purchase these products as cheaply as possible
2. The Union should also lobby that all relevant commercial outlets make available more environmentally friendly and sustainable sanitary products at the reduced price.
3. The Union should install sanitary bins in all toilets in the Union and to lobby to do so across campus.

Increase awareness about carbon monoxide poisoning

Submitted by: Madhura Kanade
Passed by Student Senate 17.03.2015

Student Senate Notes:

1. Carbon monoxide (CO) is a toxic gas. It is also colourless, odourless, tasteless, and initially non-irritating, making it very difficult to detect. CO combines with hemoglobin to form carboxyhemoglobin (HbCO) in the blood, preventing oxygen from being released into tissues and reducing the capacity of blood to transport oxygen.
2. Exposures at 100 ppm or greater can be dangerous to human health. Symptoms of mild acute poisoning will include light-headedness, confusion, headaches, vertigo, and flu-like effects.
3. Larger exposures can lead to significant toxicity of the central nervous system and heart, and even death. Chronic exposure to low levels of carbon monoxide can lead to depression, confusion, and memory loss. 4. Over 200 people are taken to hospital every year with suspected CO poisoning, which results in approximately 40 deaths.
5. The “Carbon Monoxide: From Awareness to Action” report was published in January 2015 by the All-Party Parliamentary Carbon Monoxide Group, highlighting the need to raise awareness around the issue, gather data and for focused efforts both at local and government level to ensure the safety of the UK population.
6. The “Household Safety (Carbon Monoxide Detectors) Bill”, proposed in 2014, is a bill to introduce a requirement that a functioning carbon monoxide detector must be installed in all newly built and all rented residential properties and for connected purposes. It is currently under review in the House of Commons.
7. There have been incidents in both UK and American universities of students suffering from CO poisoning due to leaks being found either in or near student residences.

Student Senate Believes:

1. It is important to ensure that students are made aware of the harmfulness of CO.
2. The Students’ Union, and in particular VP Welfare, should use the influence and the voice it has to raise awareness among students about the dangers of CO, as well as how to deal with a potential CO leak.
3. The vast majority of students will not ever face the issue of CO poisoning but for those who do, it is important that they are protected by their University.

Student Senate Resolves:

1. The Students’ Union should hold information sessions to increase awareness about the dangers of CO and arrange for nurses to come to the Union and show students how to spot if someone has CO poisoning; symptoms, physical signs etc.
2. VP Welfare should get involved in the promotion of CO awareness and to encourage and work with landlords and letting agencies to get CO detectors in student houses.
3. The Students’ Union should stock CO detectors in the Union shopping outlets and give students the opportunity to buy CO detectors from the Union if they want to.
4. VP Welfare should campaign to ensure the instalment of one detector per flat in all University-run residences.

References

All-Party Parliamentary Carbon Monoxide Group, “Carbon Monoxide: From Awareness to Action” report <http://www.policyconnect.org.uk/appcog/research/inquiry-behavioural-insights>
“Household Safety (Carbon Monoxide Detectors) Bill”
<http://services.parliament.uk/bills/2014-15/householdsafetycarbonmonoxidedetectors.html>
<http://www.getreading.co.uk/news/local-news/students-warned-over-dangers-carbon-7969756>
http://www.pennlive.com/midstate/index.ssf/2015/02/carbon_monoxide_problem_prompt.htm
!
<http://www.nhs.uk/conditions/carbon-monoxide-poisoning/Pages/Introduction.aspx>
<http://www.airqualitynews.com/2015/01/19/radical-step-change-urged-to-cut-carbon-monoxide-poisoning/>

SOCIAL AND POLITICAL AFFAIRS

Welsh Government FE & HE (Wales) White Paper	Expires 12 th November 2015
Annual Report on Vivisection	Expires 21 st February 2015
Support Equal Access for Asylum Seekers to Higher Education	Expires 3 rd December 2016
Run a voter registration campaign targeted at students, ahead of the 2015 general election	Expires 11 th February 2017
“The Welsh language is an opportunity, not a burden” Adopting NUS Wales' national Welsh language Charter	Expires 4 th November 2017
Divestment in Fossil Fuel	Expires 4 th November 2017
Palestine University Twinning Motion	Expires 27 th November 2017
Recognise the State of Palestine	Expires 27 th November 2017
Student Growing Space	Expires 2 nd December 2017
Students not Suspects	Expires 3 rd February 2018
Electronics Watch	Expires 17 th March 2018
Better Integration of Overseas Students	Expires 17 th March 2018
Making Cardiff Council More Accessible to Students	Expires 28 th April 2018

Welsh Government FE & HE (Wales) White Paper

Passed by University Forum 12/11/2012

The issue:

CUSU notes that the Welsh Government's Further and Higher Education (Wales) White Paper will significantly undermine access to quality education, with its 'vision' of university courses being provided on the cheap through further education colleges – concrete/immediate measures include a cap on student places in Welsh universities.

Why this is important to Cardiff Students:

The proposals will also affect Cardiff University.

Action:

CUSU should (1) actively inform students about the proposed changes to HE in Wales (possible means include Student Voice/Course Reps); and (2) campaign and lobby alongside the NUS and as a Students' Union, against the changes being brought in.

Submitted by: Tomas Tengely-Evans

Annual Report on Vivisection

Passed by University Forum 23/04/2013

The issue:

- Vivisection currently takes place within the University.
- Vivisection is the practice of performing operations on live animals for the purpose of scientific research.

Why this is important to Cardiff Students:

An annual report on vivisection would increase our knowledge and awareness of this important subject. Because our fees fund the university, and more importantly, because we are members of the University community, we should be able to know what happens in the University. Furthermore, the reports would help to highlight the work that is being done and, by promoting transparency and openness, clear up ignorance.

Action:

- The Union should request an annual full report on vivisection from all departments which use it.
- This report should include a chart showing the numbers of animals used, types of animal (mammal, bird etc.), what species they were, how old they were when they died and how long they lived after being experimented on.
- It should also include details of how much space is allocated to keep these animals, how many technicians are employed to take care of the animals, whether these people are qualified for the job, who the supplier(s) of these animals are, how much money was spent on purchasing the animals, how much money was spent on keeping and looking after the animals, a full list, including those without specific purposes, of the purpose of each experiment (i.e. to explore what ailment/condition is the experiment undertaken?), the Home Office licence classification for these experiments in terms of pain, lasting harm, etc.
- If this report is not forthcoming, then the officers should pressure and campaign for it.

Submitted by: Asuka Jones

Support Equal Access for Asylum Seekers to Higher Education

Passed by Student Senate 03/12/2013

What's the issue?

According to Article 26 of the Universal Declaration of Human Rights "Everyone has the right to education... and higher education shall be equally accessible to all on the basis of merit".

An asylum seeker is someone who has lodged an application for protection on the basis of the 1951 UN Refugee Convention.

Officially, current Cardiff University policy on asylum seekers is that they must pay international fees and meanwhile they are:

- not allowed to take out student loans;
- not allowed to apply for grants and bursaries;
- unable to study in another country;
- denied the right to work in the UK;
- sometimes required to wait like this for years while a decision is made as to whether they can stay in the UK.

Asylum seeker students are charged overseas fees, yet their situation and needs are different to those of international students: chiefly, they are not here by choice.

A number of UK universities have amended their admissions policies to allow asylum seekers to pay 'home' tuition fees, or have waived fees entirely. These include: Manchester University, Leeds University, Royal Holloway University of London & Salford University. This policy is entirely at the discretion of individual universities and is not mandated by national government.

This campaign is a national campaign by Student Action for Refugees (STAR), of which Cardiff STAR is a part and NUS.

Why is this important to Cardiff Students?

Universities are institutional citizens. They are uniquely placed to affect such change and are in a unique position to take a moral and pragmatic stand. If the government sees that universities wish to enfranchise students seeking protection then there is a real chance of changing policies at the national level too. STAR and NUS are part of a coalition of organisations known as the Higher Education Working Group who are lobbying for national policy change to HEFCE funding. This will make government funding available to students seeking protection in Britain.

Asylum seekers did not come to the UK by choice. They are fleeing persecution and looking for protection. Studying at a UK university is the only opportunity asylum seekers have to access higher education as they cannot leave the country while claiming asylum. They are not allowed to work so cannot raise funds themselves. Many asylum seekers came to the UK as children and have grown up in the British education system alongside friends and then are prevented from progressing further, regardless of abilities and commitment.

Asylum seekers often have to wait for many years to get a decision in their asylum application. As asylum seekers are unable to work, attending university gives them an opportunity to build skills that will help them to build their life in the UK, or when they return to their country of origin. It is unreasonable to expect everyone to put their life on hold because the Government has not made a decision.

What action should the Union take?

- Publicly support the Equal Access campaign.
- To lobby the university to sign the Equal Access Pledge and remove financial barriers preventing students seeking refugee protection from studying here. Specifically to:
 - Enable all those seeking refugee protection to be able to study as home students
 - Recognise that, like other vulnerable groups, students seeking refugee protection have additional needs and give them access to additional support, such as fee waivers, bursaries, scholarships and grants.
- For the executive team to sign a letter to the Vice Chancellor to outline the benefits of providing equal access to higher education to this university and to liaise with Cardiff STAR in the creation of this letter.
- For the executive team to request a meeting between the Vice Chancellor and representatives from Cardiff STAR to discuss how this can be achieved.

Submitted by: Tristan Thomas

Run a voter registration campaign targeted at students, ahead of the 2015 general election.

Submitted by: Harry Thompson

What's the issue?

One of the biggest electoral problems we have in Cardiff is low voter turnout among students. This isn't due to a lack of interest in politics - most students are intelligent and well-informed, but don't engage with politics on a day-to-day basis. This leaves a lot of students who would otherwise like to have their voice heard unable to vote on election day, due to not registering months in advance.

Why is this important to Cardiff students?

Student turnout really is exceptionally low. The biggest student ward, Cathays, has turnouts of around 15% at council elections. If we run a campaign - as we have done on the 5th February - encouraging students to vote, we could potentially get that figure to around 40-50% (turnout will be higher come 2015 anyway due to more media focus on general than council elections). Most students live in the Cardiff Central ward, where the sitting MP has a majority of 4500, likely to be reduced. This would make the student vote crucial to anybody seeking to be Cardiff Central's next MP, and they would therefore be far more likely to make student-friendly pledges.

What action should the Union take?

The Union should endeavour to get as many students registered as possible, through tactics similar to, but going further than, those used on National Voter Registration Day. This includes having set days where people volunteer to tell people the benefits of registering and ask them to fill in forms which the Union sends off for free. The Union could also make use of its emails to students, electronic signs within the Union, Facebook and Twitter pages. It would also be beneficial to have a permanent area in the Union (perhaps with one of the officers) where students could go to fill in a voter registration form. The benefit of this would be removing a lot of the cost and effort of registering for students, and allowing us to track how many students have registered so far. The Union should also have a set budget specifically for the 2015 General Election push. Officers should be mandated to do lecture talks on registering to vote. We should also look into the idea of the Student's Union being a polling station for Cathays.

“The Welsh language is an opportunity, not a burden”

Adopting NUS Wales' national Welsh language Charter

Passed by Student Senate 04.11.2014

The Student Senate notes:

- The Welsh language is an official language in Wales in accordance with the Welsh Language Measure 2011 (Wales);
- Cardiff University is located in Wales' capital city and has some of the highest numbers of Welsh speakers amongst any university in the world. According to latest figures, 1,562 of students at this university are fluent in Welsh whilst 1,434 additional students have some Welsh language skills. This means that almost 3,000, or 11% of our students, have some ability in the Welsh language.
- In June 2014 Cardiff University published its revised Welsh Language Scheme. It was made clear in the Scheme that the Welsh and English languages should be treated equally, and how this principle will be achieved; (See a summary of the Scheme- Attachment 1)
- In the Annual Members Meeting 2013, Cardiff University Students' Union members voted in favor of creating a Bilingual Policy. Now that almost a year has past since that meeting, it must be noted that progress until now has been slow. However, it is encouraging to note that the creation of a Draft Policy has begun;
- In its Plan for 2014-17, Cardiff University Students' Union is committed to 'support the development of the Welsh language and Welsh culture';
- A full-time translator role has recently been created for the Union;
- The Students' Union, as an institution that receives over £400,000 from a public body (the annual grant by the University) is subject to the Welsh Language Measure 2011 (Wales), as soon as its standards are decided. The Welsh Language Commissioner may penalise institutions who fail to comply, with strict financial penalties as well as public criticism;
- During autumn 2013, the National Union of Students Wales held a wide consultation of students' experiences in Wales from the perspective of the Welsh language;
- The results of the survey were 'disappointing' according to Jacob Ellis, NUS Wales' Welsh Language Officer as the 'lack of Welsh language provision' within Welsh universities' students' unions was an obvious and consistent result from the responses;
- In reply to the consultation, NUS Wales' Welsh Language Committee set about creating a series of recommendations to implement on a national level with the aim of improving the current provision by ensuring consistency amongst Welsh students' unions;

- The recommendations were presented as a 'Welsh Language Charter' and following extensive consultation and amendments to the draft version, the final version of NUS Wales' Welsh Language Charter was agreed upon (See the Charter-Attachment 2);
- Research conducted by NUS Wales shows that the majority are in favor of improving the Welsh language provision in Wales' university student unions.
- Every students' union in Wales, including Cardiff University Students' Union, has by now received a copy of the National Welsh Language Charter. Swansea University Students' Union was the first to accept it in June of this year, with Aberystwyth University Students' Union agreeing to the Charter shortly afterwards in October. All of Wales' university unions are expected to follow their lead;
- This document came about as the result of efforts made by Welsh *students*; it doesn't represent more bureaucracy and it wasn't drawn up by some faceless quango or other. It's a demand by Welsh students for full equality from the students' unions in Wales that represent them.
- Whether the Charter is accepted or not, the same expectations are placed on the students' union on a statutory, corporate and institutional level to acknowledge the Welsh language's rightful place, and to make full provision to enable this to happen.

The Student Senate believes:

- The Union should be inclusive of all the students who are part of it, and in Wales' capital city, that means representing and providing for students in two languages; both Welsh and English;
- The recommendations made in the Charter are the minimum that Welsh students should expect from Cardiff University Students' Union, not the maximum.
- The Welsh language is one of NUS Wales' liberation groups; thus meeting the needs of Welsh language students is a basic equality and liberation issue in Wales.
- Accepting the Charter would be a continuation of the positive improvements that have been seen over the past few years in terms of improving Welsh language provision within the Union, and it would be a significant step on the long journey towards becoming a fully bilingual organisation.
- It would be a clear and positive sign of Cardiff University Students' Union's commitment to the Welsh language and to Wales, as well as supporting Cardiff University's aspiration to be a University for Wales and the world. (Refer to Cardiff University's Way Forward and its revised Language Scheme).

The Student Senate resolves:

- The Charter should be adopted and each of its recommendations should be actioned in turn, acknowledging that some of the recommendations are easier to carry out than others.
- Officers should be mandated to draw up a plan of action in order to meet the requirements of the recommendations.
- The recommendations made in the Charter should be given full consideration when drawing up the Union's Bilingualism Policy / Welsh Language Scheme.

Proposed: Steffan Bryn Jones, Welsh language Officer
Seconded: Elliot Howells, SU President

Divestment in Fossil Fuel

Submitted by: Daniel Roberts

Issue:

Divestment is the act of removing money from a particular fund or asset; in essence, it is the opposite of investment. People & Planet, in partnership with 350.org and others, has launched a Fossil Free UK campaign, calling on UK higher education institutions to divest from fossil fuels and sever their links with these companies.

200 publicly-traded companies hold the vast majority of the world's proven coal, oil and gas reserves.

In just over a year, Fossil Free campaigns have emerged at over 46 different campuses and engaged over 15,000 students. The UK campaign has already had a major win, with the University of Glasgow announcing its intention to divest its £129 million endowment from fossil fuels.

Benefit:

As a Students' Union, we have made progressive and green aspirations a core element of our policies. We have been awarded gold status as part of the NUS green awards. Ensuring these policies are repeated at the university we attend is something we should have the ambition to do.

As students are the future of our society and the university exists primarily to educate us, investing in companies that put our world at risk can only be a negative.

Action:

The Students' Union should release a statement publicly supporting People and Planet's Fossil Free campaign, signed by the FTOs and the Ethical and Environmental Officer.

The Students' Union should request quarterly updates of the university's investment portfolio.

The SU President should lobby for and secure student representation on all university investment committees.

The Welfare Officer and the SU President should lobby the university to end all future investment in fossil fuel companies and divest from fossil fuel companies immediately.

Palestine University Twinning Motion

Passed by AGM 27.11.2014

This AGM Notes:

1. That the Universal Declaration of Human Rights promises equal right to all, including "Everyone has the right to education."¹
2. That the Islamic University of Gaza (IUG) is the largest university in Palestine.
3. That the IUG is a member of the International Association of Universities, Community of Mediterranean Universities and others, and that it won many prestigious awards including the Galileo International Prize for optics amongst others. ²
4. That the IUG is an independent institution free of any political party or group strongholds over it.³
5. The last operation of Israel on Gaza resulted in severe destruction of public infrastructure, especially the educational sector. Four universities, 146 UNRWA schools and an estimated 141 Government schools suffered severe damages in the recent war.
6. That Palestinian universities and educational institutions have a history of being the target of Israeli strikes. During a previous attack on Gaza, the IUG was targeted under the false rationale that it was being used as a weapons development centre; the allegations were thoroughly disputed by the United Nations Fact Finding Mission. The current massacre has seen IUG targeted under the same rationale, whilst other institutions were indiscriminately targeted.
7. That before its bombing in 2008, there were over 20,000 students at the IUG able to study with full resources.⁴
8. That as Israel is the occupying force in Gaza and West Bank, Palestinians in the 'Occupied Palestinian Territories' are the victims of apartheid. Various significant political figures have said the same; Archbishop Desmond Tutu, a black South African leading activist in the ANC (African National Congress that lead the movement) said on his visit to the Holy Land, "it reminded me so much of what happened to us black people in South Africa", referring to the treatment of Palestinians in the hands of the Israeli state.
9. That international solidarity with students suffering from apartheid played an important role in the South African apartheid movement. The ANC Youth League (of which Nelson Mandela first joined) had a huge part in the campaign for freedom for Black and Indian South Africans, and today the ANC talk of the importance of international student cooperation. One example is of students around the world meeting at their own universities and gathering support and funds for those SA students.
10. That since 2007 Israel has imposed a blockade on Gaza barring people, goods, aid and much needed materials like cement for rebuilding damaged houses, from both entering and leaving Gaza.⁵
11. That amongst other outcomes, this is having a detrimental impact on student life, from what we may call simple things like textbooks and paper barred from coming in to Gaza, to bigger problems, like the psychological effects suffered by many young Palestinians.⁶ The humanitarian crisis also inevitably means that students are unable to carry on their studies due to illnesses that cannot be treated (over half of all hospitals in Gaza were bombed by the IDF during its assault. Patients cannot leave Gaza to receive treatment in Egypt or Israel where many would normally have gone) and students are also having to look after family members. Due to unemployment, which is a result of the blockade and bombing, parents can no longer afford to pay university fees for their children.⁷

¹ (The Universal Declaration of Human Rights, Article 26)

² (www.iugaza.edu.ps/en)

³ (www.iugaza.edu.ps/en)

⁴ (www.iugaza.edu.ps/en)

⁵ (BBC News: http://news.bbc.co.uk/1/hi/world/middle_east/7545636.stm)
(<http://www.guardian.co.uk/world/2008/dec/21/israel-gaza-strip-middle-east>)

⁶ (Medical Aid for Palestinians: www.map-uk.org)

⁷ (<http://www.ynetnews.com/articles/0,7340,L-3669379,00.html>)

12. That it is a commonly held British, and also universal principle that all people have the right to education. Nevertheless, simple and also important advantages and rights that we enjoy as students in the UK are constantly being violated for Palestinian students.⁸

This AGM Believes:

1. That all people have the right to education (Universal Declaration of Human Rights, Article 26)
2. In the importance of solidarity and the difference that it makes to victims of war, apartheid and foreign blockades.
3. That international solidarity was an important factor in the struggle against South African apartheid and can also be in the new struggle against Israeli apartheid.
4. Thus it is our responsibility as Cardiff University students who live in a safe environment, and are more fortunate than many other students around the world, that we mobilise to support those students in the face of oppression and persecution, to help give them better chances at education as they deserve.

The AGM Resolves:

1. That Cardiff University twins with the Islamic University of Gaza as an act of solidarity for the damage done to the institution since the bombing, the current blockade on anything or anyone leaving or entering Gaza, and as solidarity to students who are victims of apartheid by doing the following:
 - i. To bring to the attention to heads of staff at CU the possibility of joint academic and scientific research between the two universities and teaching staff.
 - ii. Encourage Provide to communicate volunteering opportunities in the Palestinian Occupied Territories.
 - iii. Look at sponsoring exchange visits for teachers and students; one possible aim is short-term training, attending courses, conferences, workshops and seminars.
 - iv. To promote sponsoring subscription to limited online journals, databases, e-books or e-libraries to heads of library.
 - v. To consider the moral implications of existing and proposed links with Israeli academic institutions.
 - vi. To explore the possibility of offering distinguished needy students full or semi-full scholarships.
 - vii. To play a key role in promoting the Donate and Educate Campaign for Gaza displaced and homeless students.
2. That the principle and the Cardiff University management are told of this twinning project, and asked by the SU to support it.
3. That CUSU will publicise and support any academics and students who come on exchange visits to Cardiff University.
4. To lobby Cardiff University to formally twin with Gaza's largest university (IUG), and provide a physical recognition of and dedicated webpage to the partnership on the University website.
5. That the SU do what is possible to convey this twinning project to the wider community, for example through press releases, and informing other Student Unions.

Proposed by: Maryam Bham

Seconded by: Omar Kamal, Saleh Fahd, Fatimah AlHakeem, Farhan Zubair, Lara Judeh.

⁸ (<http://www.guardian.co.uk/world/2008/may/12/israelandthepalestinians.unitednation>)

Recognise the State of Palestine

Passed by AGM 27.11.2014

This AGM Notes:

1. That Cardiff University has been a destination for Palestinian students, with 30 Palestinian nationals and 17 with a Palestinian home address enrolled at Cardiff University over the last 10 years.
2. That on the 13th of October 2014, MPs of the British Parliament took part in a debate scheduled by the Backbench Business Committee on a motion relating to Palestine and Israel. MPs voted 274 to 12, to approve the amended motion: 'That this House believes that the Government should recognise the state of Palestine alongside the state of Israel, as a contribution to securing a negotiated two state solution.'
3. That as of 30th October 2014, 135 (69.9%) of the 193 member states of the United Nations have recognised the State of Palestine.
4. That other universities in the UK such as Durham University recognise Palestine and its academic institutions.
5. That the Gaza Strip has a population of 1.7 million people of whom 1.2 million are refugees from Israel.
6. That the Gaza Strip is 360 sq km in area, four times smaller than London.
7. That there is a naval, aerial and land blockade maintained by Israel over Gaza.
8. That over half of the population of Gaza are children with the majority of schools operating double shifts.
9. That in the recent war on Gaza in the summer of 2014, 2,139 Palestinians (most of them civilians, including more than 490 children) were killed in Gaza and 14,000 Palestinians were wounded. Israel's death toll stands at 64 soldiers and six civilians (Source: UN).
10. That according to the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), in the eight-day war on Gaza in November 2012, 140 Palestinians were killed, 1200 Palestinians injured (the majority of whom were civilians) and 5 Israelis.
11. That the Gaza massacre in the winter of 2008-09 claimed the lives of over a thousand Palestinians.
12. That according to the United Nations Relief and Work Agency (UNRWA), more than 300,000 Palestinians in Gaza were forced to take shelter in its schools during the recent war, and up to 500,000 Palestinians have been displaced by the conflict.

This AGM Believes:

1. That Cardiff University is a global university with interest in what goes on in the world.
2. That it is our moral and ethical duty to speak out for human rights and justice and not stand by silently.
3. That life in Gaza has become intolerable.
4. The recent deaths of civilians in Palestine and Israel were avoidable.
5. That Cardiff University should recognise the state of Palestine alongside the state of Israel, as a main contribution to ensuring all students are equal in dignity and rights.
6. That Cardiff University should add its voice to those of the numerous governments and institutions that support Palestinian statehood as an acknowledgment that only through recognition that Palestinians can have the dignity and hope that they need to engage in further negotiations and to live in a country that they can properly call their own.

7. That Palestinian statehood is in the interests of the people of Palestine and the people of Israel.
8. That we have a part to play in ending this cycle of violence in Palestine through campaigning and activism.
9. That all democratic bodies within the Union should have the ability to campaign for human rights and justice.
10. That an effective way to support Palestine is to firstly recognise the State of Palestine.
11. That Cardiff University must not withhold the birthright of Palestinian students as statelessness, displacement and exile continue to affect the lives of Palestinians.

This AGM Resolves:

1. To mandate Cardiff University's international office to enlist Palestine among endorsed international countries as a way of acknowledgment to its alumni, current and prospective Palestinian students.
2. That Cardiff University publicly announce the recognition of the state of Palestine, and provide a physical recognition of and dedicated webpage to the recognition on the University website.
3. That the SU acknowledge the plight of the Palestinian people and their right to self-determination; including an end to the murder of civilians, military occupation, house demolitions, settlement building, denial of the right of return of refugees and inhumane siege.
4. That the SU will publish a statement of support recognising the plight of the Palestinian people and condemning the current inhumane situation in Gaza.
5. That Cardiff University and its SU will promote, fund and support the discussion of international issues at every democratic body within Cardiff University including the Forums and Union Council.

Proposed by: Omar Kamal

Seconded by: Maryam Bham, Saleh Fahd, Fatimah AlHakeem, Farhan Zubair, Lara Judeh.

Student Growing Space

Submitted by: Emma Longhurst-Gent
Passed by Student Senate 02.12.2014

Issue:

There have been a number of attempts to secure places for students to grow their own fruit and veg such as the proposed allotment in the empty space at the front of the union. However due to decisions made at higher levels, the space was revoked from the allotment society despite significant progress already being made.

Waiting lists for allotments in Wales are around 4 years! There are a number of unused spaces in the Students Union that would be the perfect place for growing fruit and veg, the roof terraces in particular.

A funding bid has been made to Student Eats for money for tools, equipment and any adaptation to the building that would be needed.

Benefit:

With higher cost of food and growing concerns over where our food comes from, there is significant interest from students to create space to grow their own, and explore sustainable growing.

There is already a roof garden on the Geography and Planning building which has a lot of interest from student volunteers and we believe that a space on the Students Union would be an excellent place to attract more students and allow access for as many people who would like to help as possible.

Action:

1. Support the bid to Students Eats (Young Root programme of the Heritage Lottery Fund) for funding to create a sustainable growing space. This could include a letter of support from the elected officers.
2. Conduct a formal review of spaces in and around the Student Union (and university if possible) to find where would be the best place for growing space, with a particular focus on the roof terrace.
3. Work with student volunteers to set up a sustainable growing space.

Students not Suspects

Submitted by: Nadine Dahan
Passed by Student Senate 03.02.2015

Student Senate Notes:

1. -On 26 November 2014, the Home Secretary Theresa May introduced the Counter-Terrorism and Security Bill (CTSB) to Parliament highlighting some revised and new counter-terrorism powers that would be placed on a statutory basis.
2. -That CTSB seeks to make the controversial the Prevent and Channel strategies statutory.
3. -That academics and campaigners fear the CTSB will criminalise ideas and create a culture where students are unwilling to speak out.
4. -The National Union of Students have condemned the Counter terrorism and Security bill and described the Prevent strategy and Channel policies as “further developing a culture of suspicion and surveillance on campuses, whilst also potentially conflicting with institutions’ duties to promote freedom of speech, by making them overly risk-averse and unwilling to engage in important topics of discussion.”
5. -That Universities UK has expressed concerns about academic freedom in their parliamentary briefing on the counter terrorism and security bill.
6. -That the Prevent strategy guidance in 2011 stated that university staff, lecturers and chaplains to report to the police any Muslim students who are isolated or depressed.
7. -The Prevent strategy currently exists and operates on most university campuses.
8. -That Islamophobia has been on the rise in the UK and mainland Europe over the last decade.
9. -That a vote on whether to make the counter-terrorism policy known as the Prevent strategy into legislation takes place on the 29th January.
10. -That according to the current Prevent Strategy, potential indicators of “radicalism” or “extremism” include:
11. “A need for identity, meaning and belonging.”
12. “A desire for political or moral change.”
13. “Relevant mental health issues.”
14. -That through the PREVENT strategy, universities will be legally responsible for the ideologies of their students.
15. -That the Prevent Strategy has been widely criticised for demonising Muslim students on campus.
16. -That on university campuses PREVENT strategy enables the possibility of a No Platform policy being extended to any member deemed “radical” or “extreme” by the university, with no consultation.

Student Senate Believes:

1. -That students are not suspects.
2. -That students should be offered help and not victimised for suffering from mental health issues.
3. -That rushed laws are often ill thought out and poorly scrutinised.
4. -That any expectation by the state for academic staff to be involved in monitoring under the CTB their students is deeply worrying, and could have a chilling effect on relations between staff and students.
5. -That the CTSB could serve to isolate many students who already feel that the only avenue through which the Government will engage them is ‘anti-radicalisation’ initiatives, resulting in further alienation and disaffection.
6. -The Counter Terrorism and Security Bill discourage free expression and analysis of ideas. Academics, as well as anyone in a public sector job, should not have to be part of this surveillance.
7. -The implementation of the Prevent strategy on campus will not only isolate Muslim students but undermine the civil liberties of other groups such as environmental, political and humanitarian activists.

8. -The monitoring and exclusion of ideas from public debate opposes the basic function of universities; introducing students to a variety of opinions and encouraging them to analyse and debate them.
9. -The policy significantly undermines the freedom and activities of university staff and students.
10. -Our public services (i.e. hospitals, schools, universities, prison services) should exist to serve the general public and not be used against the very people it exists to serve.

Student Senate Resolves:

1. -That CUSU support an enquiry into the legality of the proposals under the Equality Act 2010 and the Education Act No. 2 1986.
2. -That CUSU should issue a public statement condemning the Prevent strategy and the government's counter terrorism and security bill.
3. -For CUSU to work with campus trade unions on combating the Prevent strategy and lobby them to condemn the Counter terrorism and Security bill.
4. -To mandate the Student officers to lobby the university to be more open and transparent about how they are engaging with PREVENT, CHANNEL and other similar initiatives. This involves:
5. -Demand publications of how the policy is operating within the University and Student's Union.
6. -This includes access to materials used to train staff and students.
7. -Hold consultations with the student body regarding how this affects students.
8. -That CUSU and the student officers will not engage with the Prevent strategy.
9. -That CUSU will educate students on the dangers of the counter terrorism and security bill and the Prevent Strategy.
10. -That the CUSU NUS delegation will take a motion condemning the Counter terrorism and security bill to NUS National conference 2015.

Electronics Watch

Submitted by : Daniel Roberts
Passed by Student Senate 17.03.2015

Issue:

Electronics Watch is an independent organisation which aim will be to monitor working conditions in the global electronics industry to enable socially responsible public purchasing in Europe.

The electronics industry is one of the fastest growing global industries with an expected yearly growth of 7% between 2013 – 2015.

Universities and public institutions spend millions of pounds on electronics equipment every year.

Currently, there is no comprehensive, credible and independent monitoring system for the electronics industry that involves workers and local civil society organisation.

Abuses of workers rights are widespread in the electronics industry.

Benefit:

By campaigning alongside workers in factories around the world, we can help prevent workers' rights abuses and improve the conditions which people face on a daily basis.

The aim is to set up Electronics Watch and run it by mid-2015. Universities are important public purchasers who have huge symbolic and financial influence - our students should do everything we can to hold it to account.

Action:

- 1) Students should lobby the university to affiliate to Electronics Watch
- 2) To mandate all students representatives who sit on the purchasing committees to push for more ethical and more sustainable electronics equipment from university procurement managers, and to push for greater student representation on these committees.

Better Integration of Overseas Students

Submitted by: Lowri Pritchard
Passed by Student Senate: 17.03.2015

Senate Notes

1. Many overseas and Erasmus students feel excluded as they are struggling to integrate with home students.
2. The University is promoting itself internationally, so in order to ensure that all students make the most out of their University experience, this problem needs to be addressed.
3. Informal conversation groups are ongoing with MLANG, but this excludes students from other schools.
4. The Languages for All Scheme teaches languages to students, but doesn't give them an opportunity to practice the skill they are acquiring outside the class room.
5. The Erasmus Society does an excellent job at introducing Erasmus students to each other, but there is no International equivalent.

Senate Believe

1. Improvement of student satisfaction for overseas students is likely to improve the overall satisfaction of students.
2. No particular group in the student body should find it more difficult to integrate than others.
3. Cultural exchanges are integral to broadening knowledge of other cultures and tolerance.
4. Those learning languages and those participating in the Languages for All Scheme should be helping students who speak the language they're learning to integrate, as well as practicing their language skills outside the classroom.
5. Those benefiting from conversation classes in MLANG should also be helping the Erasmus students who participate to integrate.
6. There should be an International Society helping a broad spectrum of international students to meet each other.

Senate Resolves

1. VP Societies to liaise with language based societies in order to set up a Language Exchange Programme. Overseas, Erasmus and home students would choose a society to organise their pairing based on the languages they speak. The appropriate society would then act as an intermediary between the two, by giving each student the others' contact details.
2. The Student's Union should hold an event where students participating in the scheme would meet their language buddy.
3. For those studying a language and those enrolling on the Languages for All Programme participation should be encouraged by the module leaders.
4. The University should aim to organise more events that celebrate cultural diversity.
5. VP Societies to suggest an International Society to the International Students Association. International students should be able to nominate the home student they were partnered with for a prize in order to market the scheme and to encourage the participation of those who are enrolled.

Making Cardiff Council More Accessible to Students

Submitted by: Jake Smith
Passed by Student Senate: 28.04.2015

Senate Notes

1. The Cathays electoral ward is represented by 4 elected councillors on Cardiff Council.
2. Full time students make up 69.9% of the 16-74 population of Cathays. The vast majority of these students will be Cardiff University students. Students of Cardiff Metropolitan University and the University of South Wales are largely resident in other parts of the city.
3. All Cardiff Council Councillors hold surgeries in their electoral wards where residents can come to them to raise issues in the local community and lobby the Council to take action. These are often held in local community centres or similar.
4. Cardiff Council has extensive powers in areas such as landlord and letting agent regulation, the provision of public transport, parking and road design, public amenities and venues which are used by societies, local parks and culture, Libraries and community regeneration.
5. On November 24th 2014 Cardiff University Students Union hosted a surgery in Y Plas where students could speak directly to Councillors representing Cathays.
6. Voter turnout in Local Government elections is low amongst the general population and lower still amongst the student population.

Senate Believes.

1. That the student population of Cardiff is an undeniable economic benefit to the city and contributes to Cardiff's reputation as a vibrant, diverse and enterprising city.
2. That all Cardiff Councillors should endeavour to represent all their constituents and make themselves accessible to all sections of the community.
3. That students are less likely to attend the traditional venues for Councillor surgeries, and would be more likely to use their rightful voice in their community if the Students Union made it as convenient as possible for students to meet their Councillors in the Students Union building.
4. That Cardiff Council's responses to community issues in student areas and its long term planning for the city at large would benefit from Councillors representing student areas engaging students more by becoming more accessible.
5. That beyond the immediate benefit to students of potentially having the issue they raise with their Councillor resolved, greater engagement with local representatives should encourage student voter turnout in local government elections and elections at other levels.

Senate Resolves.

1. For the Students Union President to encourage the Cardiff Councillors representing the Cathays, Roath and Heath electoral ward to hold drop in surgeries in a Students' Union Space.
2. Recognising the work load of Councillors and the demands on their time from their other surgeries the Students Union should endeavour to facilitate at least one Councillors surgery per ward per semester. This would amount to three student surgeries per academic year. This policy should come into effect from the start of the 2015-16 academic year.
3. The Student Drop-in Sessions should be informal with students able to go in during an advertised time period. That the long term viability of this policy should be reassessed at the end of the 2015-16 academic year.
4. The Students Union should promote the surgeries to students using social media, electronic posters and by its inclusion in the regular all student emails, providing information regarding the issues students may find useful to raise with their Councillors such as housing.

Notes.

The City of Cardiff Council [homepage-https://www.cardiff.gov.uk/CYM/Pages/default.aspx](https://www.cardiff.gov.uk/CYM/Pages/default.aspx)

2011 Census data on the demographics of the Cathays -
http://www.askcardiff.com/ObjView.asp?Object_ID=25020&Language=

2011 Census data for other areas of Cardiff -
http://www.askcardiff.com/content.asp?nav=2872,3257,6571,6572&parent_directory_id=2865&id=14001

ADMINISTRATIVE MATTERS

[Gender equality on Student Senate](#) Expires 5th November 2016

[Amending the role of Welsh Students' Officer](#)..... Expires 21st November 2016

[Gender balance our NUS UK delegation](#)Expires 11th February 2017

Gender equality on Student Senate

Passed by Student Senate 05/11/2013

The issue:

There is a significant imbalance in the proportion of women and men running in Union elections; whether for FTO, NUS delegates or Student Senate (Prev. MOC & Student Council). The imbalance was particularly stark in this year's By-Elections where of the 24 candidates for Student Senate, only 6 were women. This has resulted in gender inequality in the makeup of Student Senate which is totally unrepresentative of our student body (which is in fact 60% women).

Why this is important to Cardiff Students:

Cardiff University Student's Union is beginning to conduct some work on increasing the number of women candidates that run in all of our elections. Whilst there are a number of steps that are being taken to encourage individuals, remove structural barriers and alter organisations culture, the most effective way to have a gender balance is to demand it. It has been proven that fair and equal representation on the decision making bodies of organisations means that decisions are taken with women (and other minority groups) in mind. This has a knock on effect in terms of producing women friendly policies, developing women leaders and providing role models for others.

Action:

From September 2014, 50% of the places on student senate shall be available to women students the remaining 50% will be available to any student.

This shall be written as a policy to be added to the policy book and its relevance will therefore be reviewed at the time of lapsing.

Submitted By: Cari Davies

Amending the role of Welsh Students' Officer

Passed by AMM 21/11/2013

AMM notes:

1. that the Welsh Students' Officer is one of Cardiff University Students' Union's ("the Union") eight Part Time Officers elected every year;
2. that the role of Welsh Students' Officer is to represent the interests of all Welsh domiciled students at Cardiff University ("the University").

AMM believes:

1. that Welsh domiciled students in particular do not constitute a liberation group in their own right, and do not have particular interests that need representing as opposed to non-Welsh domiciled students;
2. that Welsh-speaking students constitute a liberation group within the structures of NUS Wales and have particular interests that need and deserve to be represented within the Union's structure.

AMM resolves:

1. that from 2014/15 onwards, the title of Welsh Students' Officer should be changed to Welsh Language Officer [the Welsh title would be Swyddog y Gymraeg];
2. that from 2014/15 onwards, the Welsh Language Officer will be responsible for representing the interests of Welsh-speaking students at the University within the structures of the Union and, where appropriate, the University;
3. that from 2014/15 onwards, the Welsh Language Officer will be mandated to work with
 - a. colleagues in the Cyngor Swyddogion Iaith Myfyrwyr Cymru (Welsh Council of Language Officers), led by NUS Wales' Welsh Language Officer, to share best practice;
 - b. colleagues from the Coleg Cymraeg Cenedlaethol (National Welsh College) to promote the Welsh language within the academic structures of the University;
 - c. colleagues within the Union and the University to promote the use of the Welsh language and Welsh-medium provision within their respective structures;
 - d. colleagues in Y Gym Gym (The Welsh Society) in order to adequately represent their interests within all appropriate structures.

Proposed by: Cerith Rhys Jones – Welsh Students' Officer

Seconded by: Laurie Jefferies

Gender balance our NUS UK delegation

Submitted by: Ollie Wannell

The issue:

The delegation we send to NUS Wales conference has to be gender balanced, but the delegation we send to NUS UK conference does not.

We have an organisational goal of diversifying our active student movement which includes, but is not limited to, making sure that men and women are equally represented.

The benefit:

It fits within our organisational goal.

Having women's only places is not about reserving places for women but is about encouraging them to put themselves forward in a system that has historically been raining men.

The action:

Have 50% of our NUS UK delegation as women's only places. To select NUS UK and NUS Wales delegates at the same time as Student Senate, and hold at least one by-election should the women's places not be filled in the first election.

COMPANY MATTERS

[Advertising Policy](#) Expires 13th November 2015

[Label Vegetarian Drinks in the Taf](#) Expires 21st November 2016

[Label Gluten-free Food.](#) Expires 11th February 2016

[Stop selling the Sun.](#) Expires 5th May 2016

[The Students Union should become a Living Wage employer](#)
Expires 5th November 2016

[Ban on Promotion of Cruel Sports](#) Expires 5th November 2016

[Bilingualism Policy](#) Expires 21st November 2016

[Drink Awareness](#) Expires 4th November 2017

[External bookings for Students' Union venues should not go ahead if they conflict with Students' Union policies.](#) Expires 2nd December 2017

[Policy on Sexist Media and Advertising](#) Expires 3rd February 2017

Advertising Policy

Passed by Union Forum 13/11/2012

The issue:

There is currently an established method for determining whether an image used by the Union is offensive, that results in the immediate removal or non-use of that image. Recently this policy lapsed.

Why this is important to Cardiff Students:

I think we should save this policy and maintain this method of deciding which images should not be used by the advertisements in the union and immediately removing them.

Action:

Renew the advertising policy:

Student Council notes

1. That there is currently no established method for determining an image used by the Union to be objectionable that results in the immediate removal or non-use of that image.

Student Council believes

1. That such a method is necessary for all students to feel that fair consideration is made to their feelings, observations and beliefs.
2. That the Union should not use images that reinforce sexual stereotypes.
3. That the Union should not use images that objectify men or women.
4. That such images, when used in the publicity for a commercial activity, encourage behaviour that is rooted in sexual stereotypes e.g. at a nightclub event.
5. That images where people are objectified are particularly damaging to the women's liberation movement.
6. That a practical method of assessment is needed to meet the work-related demands of Union Marketing.
7. That any judgement will always be a subjective one.
8. That the individual who makes such a judgement should be elected and, therefore, carry both legitimacy and accountability.

Student Council resolves

1. That the Union adopts the pledge: 'Objectification is regressive and harmful, and the Union will seek to ensure that there is no place for in, or around, the Union or University.
2. That the Women's Officer/President of the Women's Association should be responsible for determining whether an image is objectifying.
3. That the owner of the publicity can appeal to the President of the Students' Union. In the event of the President overturning a decision made by the Women's Officer/President of the Women's Association, he/she must justify that ruling at the next meeting of Student Council and, if unaccepted, will face censure.
4. That this policy relates to publicity promoting a commercial service.

Submitted by: Claire Travers

Label Vegetarian Drinks in the Taf

Passed by Union Forum 06/12/2012

The issue:

- A lot of ales, wines and beers, and some ciders, have isinglass, which is made of fish, added to them in order to help filter them.
- For most drinks, the information is available at barnivore.com. If the information isn't there, you can contact the brewery.

Why this is important to Cardiff Students:

- As a vegetarian, it's hard to memorize all drinks that I might want, and it's also hard to have internet access all the time.
- The Union should explore introducing labels wherever possible, which should be as clear as possible.

Action:

In the Taf and Solus, vegetarian drinks should be labelled as vegetarian at the bar.

Submitted by: Sebastian Jones

Label Gluten-free Food.

Passed by Union Forum 11/02/2013

The issue:

- The Taf currently does not make information about it's foods gluten content available.
- Most food outlets in the Union serve food with high gluten content.
- Coeliacs disease is a medical condition and the strict diet of no gluten is not out of preference. A few little changes would make all the difference!

Why this is important to Cardiff Students:

- It would be really helpful if the menus were labelled to show gluten free options and if maybe a few more gluten free alternatives were included (I can't have any of the breakfasts in CF10!). Lots of cafes and restaurants are now considering changing dishes to make them gluten free and marking menus more clearly, the union doesn't seem to be on this bandwagon yet and it would make it every day a lot easier for coeliacs.
- This idea would benefit coeliacs. Giving them more options and it would encourage them to use the union more. A gluten free cake in kitchen would make visiting the union for a coffee so much better!

Action:

- Label the gluten-free options on the menus in the Unions' food outlets.
- Consider increasing the number of gluten-free options available in the Taf and the Kitchen.

Stop selling the Sun.

Passed by Union Forum 02/05/2013

The issue:

1. 'The Sun' tabloid newspaper is currently sold in Cardiff University's Student's Union.
2. 'The Sun' still depicts topless women on 'Page Three'.
3. The 'No More Page Three' campaign seeks for 'The Sun' to boycott Page Three because it is derogatory towards women.
4. As a result of 'The Sun' refusing to abandon Page Three, several universities have banned the selling of 'The Sun' including Manchester, Sheffield, Essex and the London School of Economics.

Why this is important to Cardiff Students:

1. Because the Union has a duty to act responsibly in the interest of those who are offended by Page Three.
2. Because the Union should advocate gender equality.
3. That the boycotting of 'The Sun' would highlight that the Student's Union does not endorse the objectification of women.

Action:

To ban the selling of 'The Sun' in Cardiff University's Student's Union.

Submitted by: Sam Hickman

The Students Union should become a Living Wage employer

Passed by Student Senate 05/11/2013

The issue:

The Living Wage is a growing campaign based off of one simple concept - that organisations should pay their employees enough to live. A group of academics regularly decide on the total - currently £7.45 an hour - that somebody needs to live without working two jobs.

The moral case for this policy is obvious. Go to www.livingwage.org.uk and you can see examples of how the living wage changes lives. Low-paid cleaners often work so long that they go to work before their children wake up and come back after they've gone to bed. They struggle to spend time with their children, have next to no leisure time, or disposable income. A relatively small investment by the Students Union would change a lot of lives.

There are pragmatic arguments for the living wage, too. It's good for the country. If organisations like Cardiff Students Union pay the living wage, taxpayers don't have to subsidise that low pay through in-work welfare. People working for the Union would feel more valued and rested, naturally resulting in better performance at work. The living wage is supported by politicians of all parties, and leaders of political parties in Wales and Welsh Assembly members have personally supported calls for Cardiff Students Union to become a living wage employer.

Why this is important to Cardiff Students:

This policy should be important to everyone with a sense of moral decency. People who work hard should earn enough to live, and Cardiff Students Union should be a living wage employer, not a poverty pay employer. CUSU is a student-led organisation and we shouldn't be implicitly saying that it's acceptable to pay people such low wages.

Action:

The Student's Union should follow the steps on this page, and become accredited as a Living Wage Employer - a recognition that should be a source of pride for Cardiff students.

<http://www.livingwage.org.uk/how-become-living-wage-employer>

Submitted by: Harry Thompson

Ban on Promotion of Cruel Sports

Passed by Student Senate 05/11/2013

The issue:

I noticed that the Union has been promoting the student day at the races in its "What's On" communication.

I do not think that the Student Union should be promoting violent and barbaric sports. Horse racing is incredibly cruel and dangerous, resulting in hundreds of direct deaths and countless others a year due to the difficulty of re-homing the animals.

<http://www.animalaid.org.uk/h/n/CAMPAIGNS/horse/>

Why this is important to Cardiff Students:

This will be an important issue to Cardiff Students with an interest in animal welfare and abuse and in particular the new animal rights society. Horse racing is considered by many an amusing pastime, but to a wide group of people it is viewed as incredibly cruel and pointless, leaving many animals dead, injured, without a home or bred to just be 'put down' if they aren't up to scratch.

Action:

My policy suggestion is that the Union would not endorse or promote sports that use animals; namely horse and greyhound racing. This concept would extend to events such as animal circuses and fairs that use pets as prizes

Submitted by: Sarah Tatum

Amended by Student Senate 03/12/2013

Action:

My policy suggestion is that the Union amend the previous policy by removing the inclusion of horse racing as well as specifically naming other cruel sports that should not be promoted.

I propose that the policy should be amended meaning greyhound racing, any sport involving the direct death of animals (i.e. game shooting) and events such as animal circuses and fairs that use pets as prizes should not be promoted or endorsed by the university.

Submitted by: Stuart Kaye

Bilingualism Policy

Passed by AMM 21/11/2013

AMM notes:

1. that the Welsh Language (Wales) Measure 2011 (“the 2011 Measure”) gives the Welsh language official status in Wales;
2. that according to the most recent figures available, 9.43% of all Cardiff University (“the University”) students have some level of Welsh language skills, and 29.92% of Welsh domiciled students at the University have some level of Welsh language skills;
3. that the University is currently in the process of renewing its Welsh Language Scheme under the terms of the Welsh Language Act 1993 (“the 1993 Act”), and Cardiff University Students’ Union (“the Union”) will soon be reviewing its Welsh Language Policy.

AMM further notes:

1. that the Union receives a block grant from the University of over £2 million every year;
2. the advice given to the Union’s Welsh Students’ Officer by the Welsh Language Commissioner (“the Commissioner”) that when her Standards come into force under the terms of the 2011 Measure, the fact that the University’s block grant to the Union is in excess of £400,000 per annum will mean that she will apply the same Standards to the Union as to the University.

AMM believes:

1. that the Union has a moral responsibility to operate as a bilingual organisation, given that it is in Wales;
2. that Cardiff students should be able to expect the Union to treat the Welsh language and the English language with equal respect;
3. that the Union would be neglecting its duties to its members if it were to choose not to prepare now for when the Commissioner’s Standards come into force.

AMM resolves:

1. that the Union should work with the Commissioner’s office, NUS Wales, and the Union’s Welsh Students’ Officer to review its Welsh Language Policy as a matter of urgency and when it does so, to ensure that the Welsh language and the English language are treated equally in terms of:
 - a. communications to and from students;
 - b. temporary and permanent signage within the Union building and at any Union-organised events;
 - c. its online presence;
2. that the Union should work with the Commissioner’s office to have her consider its Welsh Language Policy as a Voluntary Language Scheme under the 1993 Act;
3. that the Union, in considering itself to be a bilingual organisation, should work towards operating best practice in terms of bilingualism.

Proposed by: Cerith Rhys Jones – Welsh Students’ Officer

Seconded by: Rachel Louise Jones – Students with Disabilities’ Officer

Drink Awareness

Submitted by: Timothy Nagel
Passed at Student Senate 04.11.2014

What's the issue?

In the past the Students Union has held events where alcohol is sold branded in a way which may be perceived to promote irresponsible drinking, 'The Lash' and 'Drink The Bar Dry' as two examples.

The students' Union accepts that socialising and consuming alcohol are a normal part for many students while at university but also recognises that students are often young people, away from home for the first time with new pressures put on their lives and can feel vulnerable.

The students union has an obligation to protect the welfare of students at Cardiff and as such would not want alcohol to become a problem which may impact on a students' academic progress, personal safety, financial wellbeing or their health.

At present the students union statement on responsible drinking is:

Cardiff University Students' Union actively promotes responsible drinking behaviour among our student members. To find out more about how to drink responsibly and what constitutes binge drinking, visit drinkaware.co.uk.

This statement is brief, contradicts some of the marketing messages from the union and, in directing students to an external site does not actively promote students or look after their welfare.

Why is this important to Cardiff students?

Students come to Cardiff to further their knowledge and gain academic qualifications as well as make lifelong friends and enjoy living in a city with a vibrant and active social scene. It is important to ensure that students do not feel that consuming alcohol is a pre-requisite to making friends, attending events and enjoying their time at Cardiff.

The majority of students at Cardiff will not experience any problems with alcohol consumption but, for those who do it is important that they are supported by academic staff, support staff and the students union.

It is important that academic staff are aware of signs that might suggest a student is struggling with any form of substance abuse issue that is affecting their health or academic performance.

What action should the union take?

The Students Union should work with the university to develop a substance use policy that staff and students can refer to should a problem be identified. This policy should not only focus on support for students who may have a problem but also those who feel they

may be at risk or want support on how to reduce their substance use/use within safe levels.

The VP Welfare will be responsible for ensuring that Students Union marketing is not perceived to promote excessive alcohol consumption; complying with licensing rules should not be seen as the maximum standard.

Society and sports club committee training should incorporate an aspect of responsible drinking to be considered when organising social events. This policy should not prevent any type of social event being organised such as pub crawls but ensure that event organisers

The Students Union should lobby the university to deliver training to personal tutors on signs which may suggest that a student is facing a problem with alcohol or drugs in order to ensure that students can be offered support at the earliest opportunity.

Resources:

Policy on alcohol use for Swansea University students

<http://www.swansea.ac.uk/media/Student%20Alcohol%20Policy.pdf>

Video of talk by Rachel Brown (research student at Cardiff) talking about alcohol use amongst first year students

<http://www.fead.org.uk/video761/Rachel-Brown,-Cardiff-University:-Alcohol-and-new-university-students.html>

External bookings for Students' Union venues should not go ahead if they conflict with Students' Union policies.

Submitted by: Laura Carter
Passed by Student Senate 02.12.2014

Student Senate Notes:

1. In October 2014, Dapper Laughs was due to perform at Y Plas (the Students' Union nightclub). There was controversy over whether Dapper Laughs, an act who is known to perpetrate and encourage sexist and misogynistic views and behaviour, should be allowed to perform at the Students' Union when his views and behaviour are in direct contradiction to the Union's Anti-Lad Culture Policy. An internet petition (via change.org) to prevent him performing at the Students' Union received over 700 signatures. During this time, there was a lot of media coverage, both locally and nationally. A survey to students on whether Dapper Laughs should be allowed to perform was declared invalid at the Student Senate in October 2014 and it was also voted on by the Senate that he should not be allowed to perform at the Students' Union. As a result, the act was cancelled.
2. There is a unanimous feeling at the Students' Union and amongst students that any future performance that acts in contrary to Students' Union policy should not be allowed to take place.
3. At the moment, when students, Students' Union staff, societies and other student-led organisations book to use a room or venue within the Students' Union have, they have to declare whether any external speakers will be performing at the Students' Union. The guest speaker policy involves searching a external organisation database of speakers deemed appropriate.
4. It is not possible to vet an external booking before confirming their performance as it is standard practice that venues will have no knowledge of who/what the act is for a long time after the original booking has been made. In the meantime, promotional material, merchandising and logistics of staging the act have already been arranged. The Commercial team at the Students' Union has stated that 'This is standard practice across the industry and we, as a venue have no influence to change this'.

Student Senate Believes:

1. That the priority of the Students' Union should always be to maintain and uphold its' policies and the interests of the students it serves.
2. The principle of this policy should not be undermined by proposing measures and procedures that are impractical and impossible to apply.
3. Had the Commercial team performed a brief background research on Dapper Laughs when the name of the act was known, it would have been clear to see that his type of performance was in contradiction to Students' Union policy and would cause great offense. Either a background check on his act did not take place or the Commercial team did not think that his act would be inappropriate for the Students' Union.
4. Incidents such as the Dapper Laughs act are incredibly rare. No other act in recent Students' Union past (the past 8 years according to the Commercial team) has been cancelled in this way before.
5. However, measures should be in place to ensure that any future acts booked externally should not be allowed to perform at the Students' Union if they are in conflict with Students' Union policies.

Student Senate Resolves:

1. The Commercial team should be fully informed on what current Students' Union policy is.
2. The Commercial team should always perform background research on an external booking, when the name of the act becomes apparent, to ensure that it would not conflict with Students' Union policy.
3. Any booking that is identified to be in conflict with Students' Union policy should be reviewed by the Leadership team (comprised of full time sabbatical officers and management of Students' Union services and departments).
4. If it is decided by the Leadership team that an act should not be allowed to perform at the Students' Union, because it would be in conflict with Students' Union policy, the Commercial team should respect this decision.
5. If the Leadership Team is unsure of an act's suitability, the matter should be brought before Student Senate to decide whether letting the act perform would conflict with Students' Union policy.

Policy on Sexist Media and Advertising

(to replace outdated Lad Mags policy)

Passed at Student Senate 03.02.2014

Student Senate Notes:

1. Three magazines were pulled from the shelves of the Students' Union WHSmith shop in February 2012: FHM, Front and Nuts. These magazines were removed following the request made to the Shop Manager by the Women's Officer 2011/12 and Finance and Commercial Officer. Prior to this the shop did not make a substantial amount of money from the sale of these three magazines.
2. 'The Sun' newspaper was banned from the Students' Union WHSmith shop in December 2013 and taken down from their shelves in September 2013. The Sun was deemed to objectify women for having an image of a topless woman as the largest image of a woman in their newspaper.
 - According to the No More Page 3 campaign, 33 Students' Union have so far banned the selling of The Sun in their shops for this reason.
 - However, the Students' Union WhSmith shop continues to sell 'The Daily Star' which has equivalent Page 3 content.
3. In March 2014, Cardiff Women's Association wrote a letter to Students' Union President that the Union should not endorse MTV's #YesPimpMySummerBall competition. This was because the use of the word 'pimp' was seen to normalise and trivialise sexual violence and sexual trafficking.
4. A complaint was made to the Women's Officer 2014/15 by a student in October 2014 that the Poster Fair was displaying posters for sale that objectify and sexualise women.
5. A complaint was made to the Women's Officer 2014/15 in October 2014 that an external radio station was playing the song 'Blurred Lines' in 'The Pantry', a food outlet in the Students' Union building. This contravenes our Anti-Lad Culture policy.
 - Numerous universities have banned 'Blurred Lines' playing in their Unions including Cardiff, Edinburgh, Leeds and Derby. This is because 'Blurred Lines' is seen as a song that glorifies rape and sexual violence.
6. Climax Promotions caused a great deal of controversy and outrage amongst students in September 2014 for handing out promotional material near the Students' Union building that encouraged students to record their sexual activities in so-called 'Shag Charts'.

Student Senate Believes:

1. The Student's Union has a responsibility to ensure that their building is a safe space and accessible environment for all students, day and night.
2. Women students should not have to encounter language and imagery that is seen to objectify and sexualise women in their own Students' Union.
3. The Students' Union has a duty to take an active stance against the idea that the objectification and sexualisation of women and rape as well as supportive attitudes (including victim blaming and glorifying rape and sexual violence) are a normal aspect of student life and society as a whole.
4. The Students' Union can take this stance by refusing to endorse imagery and language that is seen to objectify and sexualise women and condemning when it takes place.
5. Stipulating that the language and imagery that objectifies and sexualises women should be banned reinforces our Anti-Lad Culture policy.

Student Senate Resolves:

1. To use every power in its jurisdiction to prevent to the objectification and sexualisation of women taking place.
2. To lobby the Students' Union and the WHSmith shop manager to continue this practice, and not sell these magazines, 'The Sun' newspaper and the 'Daily Star' newspaper, or pornographic material in the Shop.
3. To emphasise to outlets and services that operate within the Students' Union that an Anti-Lad Culture policy is in place and they should not play 'Blurred Lines' or any other songs that encourage sexual violence or misogyny.
4. To ensure that the Students' Union does not use or endorse any language or imagery in its own promotional material that is deemed to objectify and sexualise women in any way.
5. To liaise with external companies and organisations who use the Students' Union to promote their events and/or products that any language and imagery that they use should not objectify or sexualise women in any way.
6. The Students' Union should disassociate from any external companies and organisations that continue to use language and imagery that objectify or sexualise women in their promotional material, despite Students' Union requests.
7. For the Students' Union to openly condemn any external companies and organisation that distribute or use any promotional material that objectifies and sexualises women to students. Even if it is not in the jurisdiction of the Students' Union to ban these companies and organisations from approaching students outside the Union or operating around the Students' Union premises, the Union should make their stance clear.

RESOURCES

1. Cardiff University's Students' Union's Anti-Lad Culture Policy:
<http://www.cardiffstudents.com/pageassets/about-cusu/policy/Anti-Lad-Culture-Policy.pdf>
2. The No More Page 3 Campaign:
<http://nomorepage3.org/>
3. Article about Climax Promotions and the material they were distributing to students:
<http://www.walesonline.co.uk/news/wales-news/anger-over-shagchart-being-handed-7829466>

Submitted by: Laura Carter & Kate Delaney